

Hiring Procedures for Children's Protective Services Workers and Foster Care Workers

CPS workers

- Specialist 9 – 11 (9 is entry level)
- Specialist 12 is senior level worker
- Bachelor of Human Services in one of fourteen disciplines
- Workers covered by a collective bargaining agreement - UAW

Posting steps

- Worksite first
- If less than three candidates from worksite, examine UAW transfer list
- If less than three candidates from worksite plus UAW transfer list, can move to other appointment methods including new hires

Licensing requirement

- Licensing is only required for certain kinds of work, e.g. direct treatment services
- In Wayne County approx. 30 individuals classified as clinical social workers and a small number at W.J. Maxey Boys Training School
 - Required to have master's degree in Social Work
 - Required to be registered as a social worker by the Michigan Board of Examiners of Social Workers

Licensing rules

- DHS (or any child placing agency) must hire individuals who possess at least a bachelor's degree from an accredited college or university with a major in a human behavioral science, or in another major where 25% of the course credits earned toward the degree are in human behavioral sciences
- This is further defined in the Administrative Rules as: "Human behavioral science" means a degree from an accredited college or university equivalent to any of the following: (i) Social work. (ii) Psychology. (iii) Guidance and counseling. (iv) Consumer or community services. (v) Criminal justice. (vi) Family ecology. (vii) Sociology.

To address turnover:

- Central office Personnel hires for the southern half of the State Of Michigan
- Local office hires for upper Lower Peninsula and the Upper Peninsula
- Realistic job preview: DVD *Is this job for me?*
- \$.46 per hour premium for Child Protective Services workers

Ten week course of training must be completed before worker carries caseload

- Eight week Child Welfare Institute training
 - Classroom
 - Practical experience
- Two week on specifics of CPS or FC